



McCARTHY MENTORING

CASE STUDY

PROGRAMS



CLIENT

CAMD COUNCIL OF AUSTRALASIAN MUSEUM DIRECTORS

CAMD Executive Women Mentoring Program

2015-2019

BACKGROUND

The Council of Museum Directors (CAMD) Executive Mentoring Program is a professional development initiative that aimed to develop and support emerging executive female leaders in museums across Australia and New Zealand into leadership roles. In 2015 McCarthy Mentoring was engaged to design and deliver the program to address the lack of female leaders in the museum sector. The program was initiated and championed by CAMD President and Directors and over 75 women have participated over the four years.

The program offered emerging female leaders a unique opportunity to work one to one with an experienced executive mentor to build their personal and leadership capability.

Mentors drew on their significant experience in executive roles from museums, cultural organisations and other agencies to provide strategic advice and practical insights on leadership

The program also featured workshops and events to further reflect on strengths and opportunities along with building knowledge and skills. The events supported participants to build networks and profile across the museum sector.

The program has delivered impressive results with CAMD reporting enhanced engagement, networks and succession of women across the museum industry.

PROGRAM OVERVIEW

- Mentees are nominated to apply by their Museum Director based on specific criteria including having a track record of achievement, 10-15 years industry experience and the aspiration to be a future cultural leader and director
- Extensive online application, interview and matching process to support mentees goals, ambitions and business challenges
- Interviews with mentee's managers to gain insights on development needs
- Mentors sourced from CAMD members and McCarthy Mentoring network including leaders from media, government, arts and cultural sectors
- 20 hours of mentoring sessions over a 10 month period including ongoing communication and engagement of participants
- Workshops for mentees to maximise the effectiveness of the program and develop their leadership skills
- Resources for mentors and mentees to maximise the effectiveness of the program
- Networking events to develop relationships across the group and enable sharing of challenges, ideas and experiences
- Formal evaluation and reporting of the program against program objectives and individual performance

OUTCOMES

The program has delivered impressive results with 35% of participants promoted into more senior roles between 2015 - 2019. The alumni have continued to be promoted, increased responsibilities or had role changes since the program. Additional key outcomes achieved include:

- 87%** have improved their overall performance
- 92%** are more effective leaders
- 87%** are making better decisions as leaders

- 89%** can better manage challenging workplace situations
- 91%** have greater confidence
- 81%** increased engagement in their roles/ museum sector

COMMENTS

"I FOUND THE MENTORING PROGRAM TO BE THE MOST USEFUL AND REWARDING PROFESSIONAL DEVELOPMENT I HAVE HAD... IT HAS GIVEN ME THE CONFIDENCE IN MYSELF AS A LEADER." (MENTEE)

"MY CONFIDENCE HAS GROWN A GREAT DEAL WHICH HAS ENABLED ME TO TAKE ON MORE CHALLENGING PROJECTS, LEAD LARGER TEAMS, DEVELOP LARGER EXHIBITIONS AND COMPLEX EVENTS." (MENTEE)